

Law No. (14) of 2004

Promulgating the Labour Law ¹

We,

Hamad Bin Khalifa Al-Thani,

Emir of the State of Qatar,

After having perused the Amended Provisional Statute, and particularly Articles No. (23), (34) and (51),²

The Labour Law No. (3) of 1962, and the amending Laws thereof,

The Law No. (11) of 1962 on Establishing the Commercial Registry System and the amending laws thereof,

The Law No. (3) of 1963 on Regulating the Entry and Residency of Expatriates in Qatar, and the amending Laws thereof,

The Law No. (3) of 1984 on Regulating the Sponsorship of Expatriates' Residency and Exit, as amended by Law No. (21) of 2002,

The Law No. (14) of 1992 on Regulating the Recruitment of Workers from abroad in Favor of Third Parties,

The Law No. (23) of 1994 on the Conciliation System for Offenses set forth in the Law No.

¹ *The Official Gazette - Ninth Issue - 6th July, 2004.*

Amended upon the Decree-Law No. (22) of 2007, on 01/01/2007 – the Official Gazette / twelfth edition of 2007 dated 26/12/2007.

Amended upon Law No. (6) Of 2009, on 23/03/2009 – the Official Gazette / fourth edition of 2009 dated 23/04/2009.

² Permanent Constitution of the state of Qatar was issued in 2004.

(14) of 1992 on Regulating the Recruitment of Workers from abroad in Favor of Third Parties,
The Law No. (7) of 1999 on Regulating the Ministry of Civil Service Affairs and Housing, and
Assignment of the Competences thereof,
The Commercial Companies Law promulgated by Law No. (5) of 2002,
The Proposal of the Minister of Civil Service Affairs and Housing, and
The Draft Law submitted by the Council of Ministers, and
After having taken the opinion of the *Shura Council*,

Have decided the following Law:

Article (1)³

The provisions of the Labour Law attached to this Law shall be applicable.

Article (2)⁴

³ Amended upon Law No.01 of 2015.

⁴ Amended upon Decree law No. 22 of 2007.

Amended upon Law No. 06 of 2009.

Amended upon Law No. 01 of 2015.

Amended upon Law No. 13 of 2017.

The Minister of the Administrative Development, Labour and Social Affairs shall, in coordination with the competent authorities, issue the necessary decisions to implement the provisions of the attached Law, and until these decisions are issued, the decisions in force shall be applicable without contravening its provisions.

Article (3)

The Laws No. (3) of 1962, (14) of 1992 and (23) of 1994 referred to shall be repealed as well as any provision contravening the provisions of the attached Law.

Article (4)

All competent authorities, each within its own competence, shall implement this Law, and it shall be applicable after six months from the date of its publication in *the Official Gazette*.

Hamad Bin Khalifa Al-Thani,
Emir of the State of Qatar

Issued at the Emiri Diwan : 30/03/1425 (A.H.)

Corresponding to : 19/05/2004 (A.D.)

Labour Law and the Amendments Thereof

Chapter One

Definitions and General Provisions

Article (1)⁵

In the implementation of the provisions of this Law, the following words and expressions shall have the meanings assigned thereto respectively, unless the context otherwise requires:

- 1- **Ministry:** The Ministry of the Administrative Development, Labour and Social Affairs.
- 2- **Minister:** The Minister of the Administrative Development, Labour and Social Affairs.
- 3- **Department:** The competent administrative unit in the Ministry.
- 4- **Employer:** Any natural or legal person who employs one worker or more for Wage.
- 5- **Worker:** Any natural person working with pay for and under the management or supervision of an Employer.
- 6- **Trainee:** Any natural person entered into a contract with the Employer to teach him the basics of a profession or a craft, or to increase his knowledge or skills therein.

⁵ Amended upon Law No.13 of 2017.

Amended upon Law No. 06 of 2009.

Amended upon Decree-Law No. 22 of 2007.

- 7- **Juvenile:** Any natural person who reaches the age of sixteen, and does not reach the age of eighteen.
- 8- **Work:** Any intellectual, technical or physical human effort made for Wage.
- 9- **Employment Contract:** An agreement between an Employer and a Worker, fixed term or open ended, whereby the Worker undertakes to perform a certain Work for and under the management and supervision of the Employer for Wage.
- 10- **Basic Wage:** The average of what is paid to the Worker for the Work he performs during a particular period of time, or on the basis of piecework or production, and it includes the annual bonus only.
- 11- **Wage:** The Basic Wage in addition to all the bonuses, allowances and compensations paid to the Worker for the Work or in the context thereof, regardless of its type or its calculation method.
- 12- **Vocational Training:** The teaching of the Trainee the basics of the profession or the craft, improving his knowledge or skills therein, or preparing the Worker for the transfer from one profession to another and that by the necessary theoretical and practical means and programs.
- 13- **The Licensed Physician:** The person holding a license to practise medicine profession in the State of Qatar.
- 14- **Institution:** Any establishment with a Qatari private capital not less than 51% of the total capital, and has its headquarters in the State of Qatar.

- 15- **Establishment:** Any project managed by a natural or legal person that employs a Worker or more.
- 16- **Continuous Service:** An uninterrupted service of the Worker with the same Employer or legal successor thereof. Such service shall not be interrupted in cases of leaves, absence legally permitted or by agreement, or by the cessation of the Work in the Establishment for any reason that is out of the control of the Worker.
- 17- **Temporary Work:** The Work that the nature thereof requires its accomplishment within a limited period, or that focuses on a particular task and ends by its completion.
- 18- **Casual Work:** The Work that is not, by its nature, included in the business the Employer is engaged in, and which shall not take more than four weeks.
- 19- **Work Injury:** The Worker getting one of the diseases stipulated in the Schedule No. (1) attached to this Law, or getting any injury resulting from an accident happening during performing the Work or because of it or during the period of commuting to and from his workplace, provided that there is no stoppage, lagging behind, or deviation from the normal route of commuting to and from the workplace.
- 20- **The Labour Organizations:** Labour committees, general committees of the profession or industry Workers, and the General Union of the Workers of Qatar.
- 21- **The Competent Medical Authority:** The authority specified by the Ministry of Public Health.

Article (2)

This Law applies to Employers and Workers, and it specifies their rights and duties, and regulates the relationships therebetween.

Article (3)⁶

Except those that there is a special text thereon, the Provisions of this Law shall not apply to the following categories:

1. The employees and Workers in the ministries and other governmental entities, public authorities and Institutions, companies established by the government or participates in their establishment which work in petroleum fields, marketing and selling of petroleum, chemical, petrochemical products and their derivatives, and the companies established by Qatar Petroleum or which participates in their establishment, or holds shares therein, and employees in the companies involved in executing agreements of exploration and participation in the production, and agreements of the fields developing and sharing of the production, and the joint venture agreements in the field of petroleum processes and petrochemical industries, as well as those whose employment affairs are regulated by special laws.
2. Officers and members of the armed forces, police forces, members of the other military authorities, and maritime workers.
3. The workers employed in Casual Works.

⁶ Amended upon Law No. 3 of 2014.

Amended upon Law No.6 of 2009.

4. Domestic workers, such as driver, nursemaid, cook, gardener and the like.
5. Members of the Employer's family, and they are the spouse, ascendants, and descendants thereof from among Workers residing with him in his house and who are his full dependants.
6. Workers working in agriculture and shepherding, excluding the persons working for agricultural Institutions that manufacture and market their products or those who permanently operate or repair the necessary mechanical equipment for agriculture.

Upon a decision of the Council of Ministers based on a proposal of the Minister, all or some of the provisions of this Law may be applied to the categories listed in items (3, 4, 5, and 6) referred to.⁷

Article (4)

The rights prescribed in this Law represent the minimum limit of the Workers' rights, and any conditions contravening the provisions of this Law shall be null and void, even if it is prior to its effectiveness date, unless it is more advantageous to the Worker.

Any acquittal, conciliation or waiving of rights established for the Worker under this Law shall be null and void.

Article (5)

Any accruals of money due to the Worker or his heirs under the provisions of this Law shall have a lien on all movable and immovable properties of the Employer, and it shall have priority over all other debts, including the State's debts.

⁷ Replaced with the Article No. (3/item No. 2, 3, 4, 5, and 6) of Law No. 6 of 2009.

Article (6)

Should an Employer entrust any natural or legal person to carry out his original Work or a part thereof, such a person shall treat the Workers he employs for the execution of such Work and the Workers of the original Employer in an equal way in rights and privileges, and both shall be jointly responsible for the fulfilment thereof, within the limit of the amounts indebted by the Employer to the person entrusted with the Work.

Article (7)

Before commencement of the Work at his Establishment, the Employer shall notify the Department in writing of the following details:

1. Name of the Establishment, location, type of activity, correspondence address and its telephone number.
2. Nature of the work that would be practised by the Establishment.
3. Number of Workers to be employed by the Establishment, their professions and nationalities.
4. Name of the Establishment director.

Article (8)

Periods and dates set out in this Law shall be calculated as per the Gregorian calendar.

One year shall mean (365) days, and a month shall mean (30) days.

Article (9)

All contracts, other documents and papers set out in this Law shall be written in the Arabic language.

The Employer may attach therewith a translation thereof to another language, and in case of a difference between the two texts, the Arabic text shall prevail.

Article (10)

All the claims filed by Workers or their heirs claiming rights arising from the provisions of this Law or from the Employment Contract shall be promptly heard, and be exempted from the judicial fees.

Taking into account the provision of Article (113) of this Law, a lawsuit claiming the rights arising from its provision or from the Employment Contract shall lapse after the elapse of one year from the date of the expiration of the contract.

Chapter Two

Vocational Training

Article (11)

Vocational Training shall be conducted within the Establishments, or in the institutes and centers dedicated to such purpose.

Theoretical and practical training curricula shall be specified by a decision from The Minister. Such decision shall specify the maximum limit of the training duration, the rules and conditions regulating such training, the testing methods and the certificates that are awarded to Trainees after the completion of the training.

Article (12)

The Employer employing fifty Workers or more shall train on technical works the equivalent of (5%) of the total workers, from among the Qatari Workers nominated by the Department and in accordance with the training program approved by the Ministry.

Article (13)

The Trainee shall himself conclude a contract with the Employer, unless he is below eighteen years old, he shall then be represented by his guardian or custodian, as the case may be.

Article (14)

The Vocational Training contract shall be in writing and shall specify the type of profession or the craft subject of the training, the duration, the successive phases of the training, and the Wage paid to

the Trainee, provided that Wage, at the final phase, shall not be less than the minimum Wage prescribed for similar work.

The Wage of the Trainee shall not be specified on the basis of piecework or production.

Article (15)

The Vocational Training contract shall be drawn up in three copies; each party shall retain a copy, and the third copy shall be deposited with the Department for registration and ratification thereon within one week from the date of its conclusion. If the Department makes no objection to the contract within ten days from the date of submission, the contract shall be deemed ratified thereon from the date of its depositing.

Article (16)

The Employer has the right to terminate the training contract before the completion of its duration in the following two cases:

1. If it has been proved that a Trainee is unfit for learning the profession or craft.
2. If a Trainee breaches any of his essential obligations set out in the contract.

The Trainee, his guardian or his legal guardian has the right to terminate the training contract at any time for any legitimate reason.

The party desiring to terminate the contract shall notify the other party, in writing, at least seven days prior to the termination date he specifies.

Article (17)

Both parties of the training contract may agree that the Trainee works for the Employer after the expiration of the training duration.

Chapter Three

Regulating the Workers' Employment

Article (18)

Qatari Workers shall have the priority in employment; Non-Qataris may be employed when necessary.

Article (19)

The Employer shall provide the Department every six months with a statement that includes names of Workers working for them, their genders, nationalities, Works they are engaged in, Wages, ages, and details of the work permits issued therefor.

Article (20)

The Department shall, in the field of regulating the employment of Qatari Workers, do the following:

1. Collect the data respective to the supply and demand of the workforce, and prepare the studies on employment status.
2. Register of unemployed Qataris or those who are seeking a better opportunity in a special register dedicated to such purpose, and such registration shall be done upon their

request. Applicants seeking employment shall be given a certificate of such registration free of charge. Such certificate shall indicate his age, profession, qualifications, previous work.

3. Nominate registered candidates for works and positions that suit and conform to their ages, and their technical competencies with Employers.

Article (21)

Any Qatar shall not be employed unless he obtains the registration certificate mentioned in the previous Article, excluding those occupying key positions that the occupants thereof are considered authorized to act on behalf of the Employers in the practise of their authorities, or those in charge of the Casual Works.

Article (22)

The Employer shall notify the Department with the available jobs and positions, the conditions that the applicant for the occupancy or doing thereof shall meet, Wage specified for each of which and the commencement date of occupancy or doing thereof, and such notification shall not exceed one month from the date of the post vacancy, job opening, or work availability.

The Employer shall return the registration certificate of the Worker he has contracted with to the Department within seven days from the date of the contract conclusion with the Worker, along with a statement including Work type, Wage amount, and the commencement date of employment.

Article (23)

Non-Qatari Workers shall be employed only after the approval of the Department and after obtaining the work permits in the State in accordance with the rules and procedures prescribed by the Ministry.

Work permits shall be issued to non-Qataris upon the following conditions:

1. There shall be no Qatari Worker, qualified to perform the Work for which a permit is required, registered with the Department registers.
2. He shall have a residence permit.
3. He shall be medically fit.

The work permit validity period shall correspond to the residence period, and where it shall not exceed five years, except after the approval of the Department.

The provision of this Article shall be applied to the categories detailed in items (3), (4), (5) and (6) of Article (3) of this Law.

Article (24)

The form of the Work permit and the necessary details therein shall be issued by a decision from the Minister.

Article (25)

The Minister may cancel the Work permit granted to the non-Qatari Worker in the following cases:

- 1- If the Worker fails to meet either of the two conditions (2) and (3) set out in Article (23) of this Law.
- 2- If the Worker ceases from work for a period of more than three months for a direct personal reason and without a reasonable excuse.
- 3- Work for an Employer rather than the Employer the work permit is issued for.
- 4- Dismissal of the Worker as a disciplinary action.

Article (26)

The percentage of Qatari Workers to non-Qatari Workers in each of the work sectors shall be specified by a decision from the Minister.

The Minister has the right to prevent the employment of non-Qatari Workers in any of the sectors set out in the previous paragraph, in accordance with the public interest requirement.

Article (27)

The Employer employing non-Qatari experts or technicians shall train an appropriate number of Qatari Workers, nominated by the Department, to the positions of those experts or technicians, or employs Qatari Workers to assist them in order to be trained and acquire the experience.

Article (28)

The Employer shall not recruit any Worker from abroad, except such recruitment is done by a person licensed thereto.

As an exception to that, the Employer or his representative may directly recruit Workers from abroad on his own account after obtaining the approval of the Department. Such exception shall include “homeowners” and without the condition of getting the approval of the Department for them.

Article (29)

Any natural or legal person shall not recruit Workers from abroad for a third-party, unless obtaining a license to do so.

The term of such license shall be for a period of two years, subject to renewal for other similar period or periods. The conditions of obtaining such a license shall be specified by a decision from the Minister.

Article (30)

The application for the recruitment of Workers from abroad in favor of a third-party shall be submitted to the Department on the form issued by a decision from the Minister, accompanied with the supporting documents in accordance with the provisions of this Law and its implementing decisions thereof. The Department shall review the application and its attachments and submit them to the Minister to decide thereon within thirty days from the date of its submission. The lapse of such period without deciding thereon shall be deemed a rejection thereof.

Article (31)

The granting of the license of recruiting of Workers shall be obtained by a decision from the Minister, and the Department shall notify the concerned party with the approval or rejection within one week from the date of its issuance.

In case of rejection or lapse of the period set out in the aforementioned Article without taking any decision thereon, the concerned person may raise a grievance to the Minister within fifteen days from the date of his notification of the rejection of the application or lapse of the period referred to. The grievance shall be decided on within thirty days from the date of its submission. The decision of the Minister on the grievance shall be final, and the lapse of such period without deciding thereon shall be deemed a rejection thereof.

Article (32)

Persons who are licensed to recruit Workers from abroad in favor of third-party shall obtain the commercial license necessary for such purpose.

Article (33)

The licensed Person to recruit Workers from abroad in favor of third-party shall be prevented from doing the following:

1. Collecting from the recruited Workers any amount as fees, recruitment charges or other costs.
2. Being engaged in the office in any other business other than the one of recruiting Workers from abroad in favor of third parties.

Article (34)

Recruitment of Workers from abroad in favor of third parties shall be performed upon a written recruitment contract between the licensed person and the Employer in accordance with the recruitment form specified by a decision from the Minister.

Once the recruited Workers arrive and are delivered to the Employer, the assignment of the licensed person shall be deemed completed without prejudice to the responsibilities specified in the recruitment contract.

Article (35)

The licensed person to recruit Workers shall be subject to the supervision of the Ministry. And he shall maintain in his office the data and files and other documents specified by a decision from the Minister.

Article (36)

The recruitment licensing procedures, rules and conditions of the licensed recruitment offices to recruit Workers in favor of a third-party shall be specified by a decision from the Minister.

Article (37)⁸

Fees shall be imposed on the following:

1. Granting the work permits, and the renewal and replacement thereof.
2. Granting the license to recruit workers from abroad, and the renewal and replacement thereof.
3. Ratifying the companies' and Establishments' seals, Employment Contract, certificates and other documents that the Ministry ratifies.
4. Changing the profession.

Chapter Four

Individual Work Relationship

Article (38)

Employment Contracts shall be in writing and ratified by the Department, and it shall be made in three copies; each party shall receive a copy, and the third copy shall be deposited with the Department.

Employment Contracts shall define the general provisions pertaining to the Work relationship between the two parties. And it shall particularly include the following data:

⁸ Amended upon Law No. 3 of 2014.

1. The name of the Employer and the workplace.
2. Name of the Worker, his qualification, nationality, profession, place of residence and any information deemed necessary to prove his identity.
3. Date of the Employment Contract conclusion.
4. Nature and type of Work, and the place of contracting.
5. Date of commencement of work.
6. Term of the Employment Contract, in case it is a fixed-term contract.
7. Wage agreed on by the two parties, method and date of payment thereof.

In case the Employment Contract is not in writing, the Worker may prove the Work relationship and the rights arising therefrom by all means of evidence.

Article (39)⁹

The work contract may state placing the worker on a probation period to be agreed on between the two parties provided that the probation period shall not exceed six months from the date of commencement of the work.

The worker shall not be subjected to more than one probation period with the same employer.

The employer may terminate the contract within the probation period if it has been proved to him that the worker is not capable of carrying out the work provided that the employer shall notify the worker thereof before at least one month from the date of termination.

⁹ Amended upon Decree-Law No. 18 of 2020.

The worker may terminate the employment contract during the probationary period, provided that the following is observed:

- 1- If the worker wishes to move to work for another employer, he must notify the contracting employer in writing of his desire to terminate the contract within at least one month before the date of terminating the contract. In the meantime, the new employer shall be obligated to compensate the contracted employer for the value of the ticket and recruitment fees, if any, provided that the compensation does not exceed the basic wage of the worker for two months.
- 2- In the event that the worker wishes to terminate the contract and leave the country, he must notify the employer in writing of his desire to do so in accordance with the agreed upon notice period, provided that it does not exceed two months.

If either party terminates the contract without observing the notice periods stipulated in this Article, he shall pay the other party a compensation equal to the worker's basic wage for the notice period or the remaining period thereof.

In all cases, if the expatriate worker leaves the country without being bound by the provisions stipulated in this article, he may not be granted a license to work for a period of one year from the date of departure.

Article (40)

If it is a fixed-term contract, the duration of the Employment Contract shall not exceed five years, and such duration may be renewed to similar duration / durations upon the agreement of the two parties.

If the contract is not renewed and the two parties continued in execution thereof without an explicit agreement after the expiration of its duration, the contract shall be deemed renewed for an indefinite duration with the same conditions provided therein, and the renewal duration shall be deemed as an extension of the previous duration, and the service of the Worker shall be counted from the date of commencement of work with the Employer for the first time.

Article (41)

If the Employment Contract subject is to carry out a specific Work, such contract shall end by the execution thereof. If the Work is renewable by its nature, and the execution of contract continues after the end of the agreed on Work, the contract shall be deemed renewed for a similar duration with the agreement of the two parties.

Article (42)

The Worker shall abide by the following:

1. Performing the Work by himself and exercising the care expected from the usual person in his performance.
2. Obeying the Employer's orders regarding the execution of the Work when they do not include what contravenes the Employment Contract or the law, and that there is nothing in the obedience thereof that may expose him to danger.
3. Not working for others, whether with or without a Wage.

4. Maintaining anything in his possession or at his disposal such as raw materials, production means, products, or others, and that he shall take the necessary measures to safeguard and maintain them.
5. Implementing the safety and professional health instructions prescribed in the Establishment.
6. Providing assistance to prevent disasters in the Workplace or to remove the effects that might result thereof.
7. Working continuously on developing his skills and experiences professionally and culturally in accordance with the regulations and procedures which the Employer sets out in collaboration with the competent authorities and within the limits of the available capabilities.
8. Nondisclosure of the secrets of the Work even after the expiration of the contract.
9. Not using the Work tools outside the workplace, except with the permission of the Employer and keeping such tools in the places designated thereto.
10. Not accepting gifts, rewards, commissions or amounts in respect of the performance of his duties other than from the Employer.
11. Returning anything in his possession or at his disposal such as tools or unconsumed materials upon the expiration of the contract.

Article (43)¹⁰

Any condition stated in the Employment Contract, even if the contract is made prior to the enforcement date of this Law, shall be deemed null and void if it includes an undertaking from the

¹⁰ Amended upon Decree-Law No. 18 of 2020.

Worker to work for lifetime with the Employer, or abstain from carrying out for lifetime any other craft or profession that could be practiced after leaving the employment.

If the nature of the work allows the Worker to know the Employer's clients or see the secrets of the establishment's work, the Employer may stipulate in the work contract that the Worker shall not, after the expiry of the contract, compete with him or participate in or work in any competing project in the same sector, provided that the period of time of such condition does not exceed, in all cases, one year, and the other controls and conditions for the non-competition condition shall be issued by a decision of the Minister. The non-competition clause shall be nullified if any of the cases stipulated in Article (51) of this Law is fulfilled, or the Employer's dismissal of the Worker who is working in violation of the provisions of Article (61) hereof.

Article (44)

The Employer shall enable the Worker to perform the Work and provide all the necessary requirement therefor and if the Worker attends the workplace and is ready to do the work, but he fails to do so for reasons beyond his control, he shall be deemed to have actually done the Work and he shall be entitled to the benefits accruing therefrom.

Article (45)

The Employer shall not ask the Worker to perform the Work other than the Work agreed upon unless it is for the prevention of an accident or correction of the consequences therefrom, or in the case of a force majeure, while giving the Worker the rights resulting therefrom.

An exception to that, the Employer may ask the Worker to perform a Work other than the Work agreed upon if it is a Temporary Work or if such a Work is not substantially different from the original Work and the assignment thereof does not entail any abuse to the Worker, and provided that the Worker's Wage shall not be reduced.

Article (46)

The Employer who employs ten or more Workers shall develop a regulation to regulate the Work in the Establishment. Such regulation and the amendments thereof shall come into force only after being submitted to the Department for approval. If the Department does not approve it within a month from the date of its submission, the regulation shall be deemed approved.

The regulation shall be posted in a prominent place in the Establishment in order to be seen by all Workers, and the regulation shall be enforceable against them only after the elapsing of fifteen days from the date of its announcement.

The Minister may issue by an order thereof the form of such labour regulations as a guidance to the Employers.

Article (47)

The Employer shall keep a specific file for each Worker in which all papers and certificates respective to the Worker shall be kept therein, along with the decisions and instructions related thereto.

The Employer shall keep such file for at least a period of one year after the date of the Worker's separation from the service therewith.

Article (48)

The Employer shall maintain the following registers:

1. The register of Workers, which particularly contains the names of the Workers, the nationality of each of them and nature of his job, the amount of his Wage, date of his commencement of Work, his marital status, academic and professional qualifications, and the leaves he gets and the sanctions imposed thereon.
2. The Wage register, where names of the Workers are listed in, in accordance with the date of commencing of the service of each of them, and the amount of the daily, weekly or monthly Wage, or piecework or production Wage and other allowances for each Worker, and the additional Wage paid to them, and the amount of deduction from the Wage, as well as the net Wage received by each of them.
3. The sanctions' outcome register, where the financial sanctions imposed on each Worker and the outcome thereof are recorded therein.
4. The Work Injury register, where the Work Injuries sustained by every Worker are recorded therein.
5. The end of service register, where the names of the Workers separated from their services, the date of their separation and the reasons thereof, and the entitlements paid to them or to their heirs shall be stated therein.

Article (49)¹¹

¹¹ Amended upon Decree-Law No.18 of 2020.

Either party of the employment contract, may, after the end of the probationary period, or in case the probationary period is not provided for in the employment contract, terminate the contract without giving reasons, provided that the party wishing to terminate the contract takes into account notifying the other party in writing of his desire to do so, according to the notice periods indicated below:

During the first and second years of work, the notice period shall be one month.

After the second year of employment, the notice period shall be two months.

If the contract is terminated without observing these periods, the one who terminates the contract shall pay to the other party a compensation equal to the worker's basic wage for the notice period or the remaining period of it.

In all cases, if the expatriate worker leaves the country without complying with the provisions stipulated in this Article, it is not permissible to grant him a license to work for a period of one year from the date of departure.

Article (50)

The Employer shall pay the Worker his Wage in full for the notice period set out in the previous Article if the Worker carries out his Work as usual during such period.

The Employer shall allow the Qatari Worker to absent himself from work for reasonable periods to enable him to register his name in the register of the Department in order to get a new job, and the Worker shall notify the Employer of getting the new job once he gets it and shall thereafter attend to his work till the expiration of the notice period.

Article (51)¹²

The Worker may terminate the Employment Contract before the expiration of its duration if it is a fixed-term contract, and without notifying the Employer if it is an open-ended contract, along with reserving his full right to the end of service gratuity in any of the following cases:

- 1- If the Employer fails to fulfill his obligations prescribed upon the Employment Contract or upon the provisions of this Law.
- 2- If the Employer or his responsible director commits a physical assault or an immoral act upon the Worker or any of his family members.
- 3- If the Employer or his representative has acted fraudulently with the Worker at the time of contracting regarding the terms and conditions of the work.
- 4- If there is a serious danger threatening the safety or health of the Worker, provided that the Employer is aware of the existence of the serious danger and does not work on removing it.
- 5- If a final decision is issued by one of the Labour Dispute Settlement Committees in favor of the worker.

Article (52)

The Employment Contract shall not be terminated in any of the following two cases:

- 1- Death of the Employer, unless the contract has been concluded for consideration related to his person or his professional activities which cease upon his death.

¹² Amended upon Decree-Law No.:18 of 2020.

- 2- Merging the Establishment with another, or the transfer of its ownership or the right in its management to a person other than the Employer for any reason.

The successor shall be jointly liable with the former Employer for the fulfilment of the Worker's entitlements incurred by the latter.

Article (52 bis)¹³

Without prejudice to the notice periods to be observed upon termination of the employment contract stipulated in this Law, the employer shall, before terminating the employment contract for reasons of an economic or structural nature or other reasons not related to the employment contract, notify the Ministry before at least fifteen days from the date of termination, and shall submit a written statement of the reasons for termination, the number of workers likely to be affected by the termination, their categories, the period during which the termination is intended to be implemented, and other relevant information requested by the Ministry.

Article (53)

The Employer shall upon the expiration of the contract:

- 1- Give the Worker upon his request, without any charges, a service certificate indicating the date of commencement, and the termination date of his employment, the type of Work he was performing and the amount of Wage he was receiving.
- 2- Hand over to the Worker what he deposited therewith of certificates, documents and others.

¹³ Added upon Decree-Law No.18 of 2020.

Article (54)

In addition to any amounts that are due to the Worker at separation from service, the Employer shall pay the end of service gratuity to the Worker who has completed employment of one year or more. Such gratuity shall be specified by the agreement of the two parties, provided that it is not less than the Wage of three weeks for every year of the years of his service. The Worker shall be entitled to gratuity for the fractions of the year in proportion to the duration he spent in service.

The Worker's service shall be considered continuous if it is terminated in cases other than those stipulated in Article (61) of this Law and he is reinstated within two months of the date of separation.

The calculation of the gratuity shall be based on the Worker's last Basic Wage.

The Employer may deduct from the service gratuity any amount that the Worker owes him.

Article (55)

If the Worker dies during the service, regardless of the cause of death, the Employer shall deposit with the treasury of the competent court any Wage or other entitlements due to the Worker in addition to the end of service gratuity within a period not exceeding fifteen days from the date of the death, provided that the deposit minutes shall contain a detailed report indicating the method of calculating the amounts referred to. The Employer shall deposit a copy of the minutes with the Department.

The court shall distribute the deposited amounts amongst the heirs of the deceased Worker in accordance with the provisions of the Islamic Laws or the Personal Status Law applicable in the country of the deceased. If three years have elapsed from the date of depositing without the person

entitled to the deposited amounts being known, the court must transfer the said amounts to the public treasury of the State.

Article (56)

The Employer maintaining a retirement system or any similar system which secures for the Worker a greater benefit than the end of service gratuity to which the Worker is entitled under the provisions of Article (54) of this Law shall not be obligated to pay the end of service gratuity in addition to the benefit he offers under the system referred to.

If the net benefit accruing to the Worker is less than the end of service gratuity, the Employer must pay to the Worker the end of service gratuity and must return to him any amount whereby the Worker might have contributed to the system referred to, and the Worker may choose between the end of service gratuity and any pension he is entitled to under such system.

Article (57)

Upon the separation of the Worker from the service, the Employer shall at his own cost return the Worker to the place from where he has recruited him at the time of joining the Work for him, or to any place agreed upon between the two parties.

The Employer shall terminate the proceedings of returning the non-Qatari Worker within a period not exceeding two weeks from the expiration date of the contract. If the Worker joins another work before his departure from the country, the obligation of returning him back to where he comes from or to any other agreed on place is transferred to the latter Employer.

The Employer shall bear the costs of processing of the corpse of the deceased Worker and transportation thereof to his country of origin or to his place of residence if his relatives so request.

If the Employer does not return the Worker or his corpse after his death, as the case may be, then the Department shall return the Worker or his corpse at the expense of the Employer and shall recover what it has spent for such purpose through the administrative way.

Chapter Five

The Disciplinary Power of the Employer

Article (58)

The Employer employing ten Workers, or more shall develop a sanctions regulation that includes the violations and the disciplinary sanctions to be imposed on their perpetrators, and the conditions and procedures for the imposition thereof.

The Minister may, by a decision therefrom, issue models of the sanctions regulations in accordance with the nature of Work in the different sectors for the guidance of the Employers in the development of their respective regulations.

The enforcement of the sanctions regulations and the amendments thereof shall be subject to the approval of the director of the Department within a month from the date of its submission thereto and if such period elapses without objection thereto, the regulation shall be deemed approved.

The Employer shall post the regulation at the workplace to be viewed by the Workers. The regulation shall only come into force upon the lapse of fifteen days from the date of its being posted.

Article (59)

The disciplinary sanctions which may be imposed on the Workers are:

- 1- Warning and which shall be realized upon a written communication addressed to the Worker including the violation he has committed, and asking him not to repeat such violation and warning him of a severer sanction in case of recidivism.
- 2- Deduction from the Wage of the Worker for a period not to exceed five days for each violation.
- 3- Suspension from Work along with denying the Worker's Wage for a period not to exceed five days for each violation.
- 4- Suspension from Work without pay or with a reduced Wage until deciding on the criminal charge attributed to him, and in case the innocence of Worker is established, or the case has been filed without further action, the suspension shall be deemed to have never taken place and the Worker shall be paid the entitlements due for the suspension period.
- 5- Deferment of granting the annual increment, for a period not to exceed six months or deprivation therefrom in the Establishments which maintain increments system.
- 6- Deferment of promotion for a period not to exceed one year in the Establishments which maintain promotion system.
- 7- Dismissal from Work, while reserving the rights to the end of service gratuity.

8- Dismissal from Work along with denying the end of service gratuity.

Article (60)

The total deduction from the Worker's Wage, as an execution of the disciplinary sanctions imposed thereon and other deductions, shall not exceed the Wage for five days per month.

The Employer shall record the total sanctions imposed on the Worker in a register of the sanctions' outcome. Such register shall indicate the name of the Worker, the amount of deduction, the reason for imposing the sanction thereon, and the date thereof, provided that such register shall be subject to the supervision of the Work inspection body.

The proceeds from the deductions imposed on the Workers shall go to an entity determined by a Decision from the Minister. Such decision shall indicate the way of disposal thereof.

Article (61)

The Employer may dismiss the Worker without notice and without payment of the end of service gratuity in the following cases:

- 1- If the Worker impersonates another personality, claims a nationality other than his nationality, or presents false documents or certificates.
- 2- If the Worker commits a mistake resulting in a gross financial loss to the Employer, provided that the Employer shall notify the Department of the incident within a period not to exceed the end of the next working day after having learnt thereof.

- 3- If the Worker contravenes the instructions of the Employer in respect of maintaining the safety of the Workers and the Establishment more than once in spite of being warned in writing thereof, and provided that such instructions are written and posted in a prominent place.
- 4- If the Worker breaches his substantial obligations prescribed in the Employment Contract or upon this Law more than once in spite of addressing a written warning thereto.
- 5- If the Worker discloses the secrets of the Establishment he works for.
- 6- If the Worker is found in a state of evident drunkenness or under the influence of drugs during the working hours.
- 7- If the Worker assaults the Employer, the manager or any superiors in the Establishment, during the Work or for reason thereof.
- 8- If the Worker's assault on his colleagues is repeated in spite of being warned in writing.
- 9- If the Worker is absent from work without a legitimate reason for more than seven continuous days, or for an intermittent period of fifteen days in one year.
- 10- If the Worker is convicted by a final judgement with a crime affecting integrity and honesty.

Article (62)

In imposing the sanctions on the violating Workers, the following shall be considered:

- 1- The Worker shall not be accused of a violation that the Employer has been aware of for more than fifteen days, except the violations constituting criminal offenses.
- 2- The sanction shall not be imposed on the Worker, except for a violation that is directly related to the Work whether committed during or outside work hours, and in its place or outside.

- 3- The sanction shall be imposed on the Worker only after informing him of what he is accused of, and after conducting a written investigation with him. Such investigation may be oral in the case of minor violations that the sanctions prescribed thereto in the sanction regulation do not exceed warning or deduction not exceeding a one day Wage, provided that it shall all be established in a minutes to be deposited in his respective file.
- 4- No more than one sanction shall be imposed on the Worker per violation.
- 5- The disciplinary sanctions that the Employer is competent to impose shall be imposed only by the Employer, his authorized representative or the manager of the Establishment.
- 6- The disciplinary sanction for an act not included in the sanctions' regulation shall not be imposed.

Article (63)

The Worker shall be notified in writing of the imposed sanction thereon, and if he refuses to receive the notification, the sanction shall be posted in a prominent place in the workplace.

If the Worker is absent from work, he shall be notified of the sanction by a registered letter to his permanent address in his respective file.

Article (64)¹⁴

A Worker shall, before appealing the sanction imposed on him, raise his grievance to the Employer before the competent court within seven days from the date of being informed thereof. The grievance

¹⁴ Replaced upon the Law No. 13 of 2017.

shall be decided on within seven days from the date of its submission, and the lapse of such period without deciding thereon shall be deemed a rejection thereof.

In case the grievance is rejected, or if it is not decided on within the period referred to, the Worker may raise his grievance to the Department against the sanction imposed on him within seven days from the date of rejection.

The Department shall decide on the Worker's grievance within seven days from the date of its submission thereto. The Department's decision shall be final, and the lapse of such period without deciding on the grievance shall be deemed a rejection thereof.

As an exception, the Worker may challenge against the sanction of dismissal from Work before the Labour Dispute Settlement Committee.

If the committee finds out that the dismissal is unfair or contravenes the provisions of this Law, the committee shall decide either to cancel the dismissal sanction and reinstate the Worker to his Work, and to be entitled to the Wage due for the period during which he is deprived of Work as an implementation of such sanction, or to compensate the Worker by a reasonable compensation. The estimation of such compensation shall include the Wage and other benefits of which he is deprived as a result of such dismissal.

Chapter Six

Wages

Article (65)

The Worker shall be entitled to the Wage specified in the Employment Contract, and if the Wage is not specified in the contract, the Worker shall be entitled to the Wage in accordance with what the labour regulation requires.

If the Wage is not specified as mentioned in the previous paragraph, the Worker shall be entitled to a Wage equivalent to the Wage specified for Work of a similar type in the Establishment, otherwise it shall be estimated according to the profession customary in the place where his Work is performed, and in the absence thereof, the judge shall estimate the Wage according to the requirements of justice.

Article (66)¹⁵

All the accrued Wages and other amounts of the Worker shall be paid in the currency of Qatar.

The Wages of the Workers employed on an annual or a monthly Wage shall be paid at least once a month, and the Wages of all other Workers shall be paid once at least every two weeks.

The Employer shall transfer the Wage to the Worker's account in any financial Institution in the State, in a manner that enables its disbursement thereto on the prescribed date in accordance with

¹⁵ Amended upon Law No. 1 of 2015.

the two previous paragraphs. The Employer shall be discharged from the Wage of the Worker only by doing so.

The regulations necessary to protect the Wages of Workers shall be issued by a decision from the Minister.

Article (67)

If the Employment Contract is terminated for any reason, the Employer shall pay the Wage and other amounts to which the Worker is entitled before the end of the day following the day on which the contract is terminated, unless the Worker leaves the Work without giving the notice set out in Article (49) of this Law. In this case, the Employer shall pay the Wage of the Worker and all other amounts to which he is entitled within a period not exceeding seven days from the date of leaving the Work.

Article (68)

The Employer shall pay the Worker before the Worker goes on his annual leave the Wage he is entitled to for the Work he has carried out up to the date of going on leave, in addition to the leave pay to which the worker is entitled.

Article (69)

The Worker shall not be obligated to purchase food or commodities from certain shops or from the products of the Employer.

Article (70)

Any part of the Wage to which the Worker is entitled shall not be attached or the payment thereof shall not be withheld, except for the execution of a judicial ruling.

In case of attachment in execution of a judicial ruling, the alimony debt shall have priority over all other debts, and the total of the attached amounts shall not exceed (35%) of the Wage of the indebted Worker.

The Employer shall not charge any interest on the loan he lends to the Worker, and he shall not deduct more than 10% from the Wage of the Worker as a repay of the money he may have lent him.

The total deductions from the Wage of the Worker as a repay of his deductions and debts shall not exceed (50%) of his total Wages. If the percentage which shall be deducted from the Wage of the Worker within one month exceeds this percentage, the deduction of the excess percentage shall be deferred to the following month or months.

Article (71)

If the Worker causes any loss, damage, or destruction to machinery, products or equipment of the Establishment and that is as a result of the fault of the Worker, he shall be obligated to compensate the Employer for the damage resulting therefrom, provided that the obligation of the Worker for the compensation shall be preceded by an investigation.

The Employer may deduct the value of the compensation from the Wage due to the Worker, provided that the value of the compensation does not exceed the Wage due to the Worker for seven days in a month.

The Worker may raise a grievance against the decision of the Employer's estimation of the compensation before the Department within seven days from the date of his being notified of the value of the compensation.

If the Department cancels the decision of the Employer or estimates a lesser compensation, the Employer shall return to the Worker the amount which he has deducted in excess without a right thereto within no more than seven days.

Article (72)

The Wage of the Worker during the annual or sick leave and his end of service gratuity shall be calculated on the basis of his Basic Wage on the date of entitlement, and if the Worker is employed on a piecework basis the entitlement shall be calculated on the basis of his average wages for the three months preceding the date of entitlement.

Chapter Seven

Regulation of the Working Hours and Leaves

Article (73)

The maximum limit of the normal working hours shall be forty-eight hours per week, and of eight hours a day in all the months of the year, except in the month of Ramadan where the maximum working hours shall be thirty-six hours per week of six hours per day.

The time spent by the Worker commuting between the workplace and accommodation shall not be calculated as part of the working hours.

The working hours shall include an interval or more for prayer, rest and eating, and it shall not be less than one hour and more than three hours. Such intervals shall not be included in the calculation of the working hours, and in the determination of the rest period or periods, it shall be considered that the Worker shall not work for more than five successive hours.

The Works in which the Work may continue without an interruption for the purpose of rest shall be specified by a decision issued by the Minister.

Article (74)

The Workers may be employed for extra hours in addition to the working hours specified in the preceding Article, provided that the total actual working hours per day shall not exceed ten hours, unless the Work is necessary to prevent a gross loss or dangerous accident or to repair or mitigate the effects resulting from such loss or accident.

The Employer shall pay the Workers for the additional working hours a payment that shall not be less than the payable Basic Wage for the normal working hours plus an extra pay not less than (25%) thereof.

The Employer shall also pay the Workers working between nine PM and three AM the payable Basic Wage plus a payment not less than (50%) thereof, except Workers working on shift schedules.

Article (75)

The Worker shall be given a weekly paid rest which shall not be less than twenty-four successive hours, and Friday shall be the weekly rest day for all Workers, except the Workers working on shift schedules. And If the Work conditions require the Worker to carry out the Work during the rest day, thence the Worker shall be compensated therefor with another day to rest, and shall be paid for working in such day the Wage payable to him for the normal weekly rest day or he shall be paid his payable Basic Wage plus an extra payment that shall be at least the equivalent of (150%) of his Wage.

Except Workers working on shift schedule, it is not permissible to employ the Worker for more than two successive Fridays.

Article (76)

The provisions of Articles (73), (74) and (75) of this Law shall not be applied to the persons occupying key positions if such positions allow the occupants thereof to enjoy the powers of the Employer over the Workers.

The provisions of Article (73) referred to shall not be applied to the following categories:

- 1- The Workers carrying out preparatory and complementary Works that must be carried out before or after the working time.
- 2- Security guards and cleaning Workers.
- 3- The other categories of Workers to be specified by a decision from the Minister.

The maximum limit of the working hours in such Works shall be specified by a decision from the Minister.

Article (77)

The Employer shall post on the main gates used by the Workers in entering and in a prominent place in the workplace, a schedule stating the closing day or weekly rest day, the working hours and rest intervals for all categories of Workers and shall notify the Department with a copy of such schedule.

Article (78)

The Worker shall be entitled to an annual leave with a full Wage as follows:

- 1- Three working days on the occasion of Eid Al-Fitr.
- 2- Three working days on the occasion of Eid Al-Adha.
- 3- One working day on the occasion of the Independence Day.
- 4- Three working days, their dates to be specified by the Employer.

If the Work conditions require the employment of the Worker during any such leaves, the provisions of Article (74) of this Law shall be applied thereon.

Article (79)

The Worker who has completed one continuous year in the service of the Employer shall be entitled to an annual leave with the Wage set out in Article (72) of this Law. This leave shall not be less than three weeks for the Worker whose service is less than five years, and four weeks for the Worker whose service is five years or more.

The Worker shall be entitled to a leave for the fractions of the year proportionately with the period he spent in the service.

Article (80)

The Employer shall specify the date of the annual leave of the Worker in accordance with the work requirements, and he may divide the leave upon the Worker's consent, provided that such division shall not be into more than two periods.

The Employer may, upon written request of the Worker, postpone not more than half of the annual leave to the year following the year of its entitlement.

Article (81)

The Worker shall not waive his entitlement to the annual leave and any agreement to the contrary shall be deemed null and void, and the Worker shall be entitled to receive a cash allowance equivalent to the Wage for the leave days he is entitled to if the contract is terminated for any reason before the Worker takes his leave.

Article (82)

The Worker shall be entitled to a sick leave with pay for every year of the years of his service. This sick leave shall be granted only after the lapse of three months from the date of the commencement of his work for the first time, provided that the Worker proves his sickness by a certificate from a physician approved by the Employer.

The Worker shall be paid his full Wage if the sick leave does not exceed two weeks. If the sick leave extends thereafter, the Worker shall be paid half of his Wage for other four weeks. Any further

extension of the sick leave thereafter shall be without pay until the Worker resumes his work or resigns, or he is separated from service for health reasons.

The service of the Worker may be terminated at the end of the twelfth week of the sick leave if it has been proved by a report issued by the Competent Physician that the Worker is unable to resume his Work at such time.

If the Worker resigns from Work because of the sickness and with the approval of the Competent Physician before the end of the six weeks to which the Worker is entitled as a sick leave with pay, the Employer shall pay the Worker the balance of his entitlement. This provision shall also apply on the case of death because of sickness before the end of the mentioned six weeks.

The preceding provisions shall not prejudice the right of the Worker to the bonus to which he may be entitled to the period of his service and the Worker taking the sick leave for the period of twelve weeks shall not be deemed to constitute an interruption of his Continuous Service.

Article (83)

The Muslim Worker shall be granted a special leave without pay, not more than two weeks to perform Hajj (pilgrimage) for once during the period of his service.

The Employer shall specify the number of the Workers who may be granted such leave annually according to the Work requirements, and the priority shall be granted to the Worker who has been in Continuous Service for a longer period.

Article (84)

The Worker shall not, during any of his leaves, work for another Employer and if it has been proved to the Employer that the Worker has contravened this provision, he may deprive him of his Wage for the period of the leave and recover what he has already paid of that Wage.

Article (85)

The Employer shall not terminate the Employment Contract or notify the Worker of the termination thereof during any of his leaves set out in this Law.

The Employer shall not also notify the Worker of the termination of the contract if the notice period expires during any of such leaves.

Chapter Eight

Employment of Juveniles

Article (86)

Anyone who has not attained the age of sixteen shall not be employed in any Work and shall not be permitted to enter into any of the workplaces.

Article (87)¹⁶

¹⁶ Amended upon Law No. 6 of 2009.

The Juvenile shall not be employed before the approval of his father or guardian and the issuance of a special permit thereon from the Department.

If the Juvenile is a Qatari pupil, then an approval from the Minister of Education and Higher Education shall be obtained.

The Juveniles shall not be employed in the Works which their nature and the conditions of their performance may incur damage to the health, safety or morals of the Juvenile. These Works shall be specified by a decision from the Minister.

Article (88)

The Juvenile shall be employed only after undergoing the medical examination by the Competent Medical Authority and his fitness for the Work he is intended to be in charge of is established.

The Employer shall repeat the medical examination of the Juvenile at least once a year.

Article (89)

A Juvenile shall not be employed between sunset and sunrise, on the days of rest, during the official holidays, or for more than the normal working hours, and the Juvenile shall not be retained in the workplace for more than seven continuous hours.

Article (90)

The normal working hours for the Juvenile shall not exceed thirty-six hours per week, of six hours per day, except the month of Ramadan, where the working hours shall not be more than twenty-four hours per week, and of four hours per day.

The time which the Juvenile spends in commuting between his accommodation and the workplace shall not be counted in the working hours.

The working hours shall include one or more intervals for rest or eating, so that the Juvenile shall not work continuously for more than three successive hours. Such interval or intervals shall not be counted in the working hours.

Article (91)

The Employer shall keep in the file respective to the Juvenile his birth certificate, medical fitness certificate, and the certificates of the periodical medical examination conducted thereon.

Article (92)

Every Employer employing a Juvenile or more shall be committed to the following:

- 1- Submitting to the Department a statement indicating the name, Work and date of commencement of the Work of the Juvenile.
- 2- Posting up in a prominent place in the workplace a clear statement indicating the working hours for the Juveniles he is employing and their rest periods.

Chapter Nine

Employment of Women

Article (93)

A working woman shall be paid a Wage equivalent to the Wage of the working man when she carries out the same Work and she shall have the same training opportunities and promotion.

Article (94)

It is prohibited to assign women to work in dangerous or strenuous Works, or in Works harmful to their health, morals or other Works specified by a decision from the Minister.

Article (95)

Women employment shall be prohibited at times other than those specified by a decision from the Minister.

Article (96)

The female Worker who has been working for an Employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days, including the period before and after the delivery, provided that the period following the delivery shall not be less than thirty-five days.

Such leave shall be granted upon a medical certificate issued by a Licensed Physician stating the potential date of delivery.

If the remaining period of the leave after delivery is less than thirty days, the female Worker may be granted a complementary leave from her annual leave, otherwise, the complementary period shall be deemed to be a leave without pay.

Where the postpartum medical condition prevents the female Worker from resuming her Work after expiry of her leave mentioned in the previous paragraphs, the female Worker shall be deemed to be on leave without pay, provided that the period of her interruption of Works shall not be more than sixty successive or intermittent days, and provided that a medical certificate of her medical condition issued by a Licensed Physician is submitted.

The obtaining of the delivery leave shall not prejudice the working woman's entitlement to her other leaves.

Article (97)

The lactating Worker shall be entitled, in addition to her entitlement to the rest interval set out in Article (73) of this Law, to be granted a lactation period of one hour a day for a period of year starting after the expiration of the maternity leave, and it shall be for the female Worker to specify the lactation timing.

The lactation period shall be calculated as part of the working hours and shall not result in any reduction of Wage.

Article (98)

The Employer shall not terminate the Employment Contract of a female Worker because of her marriage or because of obtaining the leave set out in Article (96) of this Law.

The Employer shall not notify her of the termination of the Employment Contract thereof during such leave or send her a notification which expires in the course of which.

Chapter Ten

Safety, Occupational Health and Social Care

Article (99)

The Employer or his representative shall inform every Worker of the risks of his respective Work, at the time of commencement of the service, and what might arise therefrom, and get him to know the means of prevention thereof. The Employer shall also post the respective detailed instructions pertaining to the means of occupational health and safety in a prominent place to protect the Workers from the dangers they are exposed to while carrying out their Work.

Article (100)

The Employer shall take the necessary precautions to protect the Workers while working from any injury or disease that may result from the Works performed in the Establishment thereof or from any accident, defect or breakdown in the machinery and equipment therein or from fire.

The Employer shall not charge his Workers with or deduct from their Wages any amount in return for providing these precautions.

The Department shall in case the Employer refuses to take the precautions referred to or in case there is an imminent danger threatening the health or safety of the Workers, report the matter to the Minister to issue a decision for the partial or total closure of the workplace or stoppage of one or more machines from Work until the causes of the danger cease to exist. In this case, the Employer shall be committed to paying the Wages of the Workers in full during the period of closure or stoppage.

Article (101)

It is prohibited for the Worker to take or refrain from taking any action with the intention of hindering the execution of the instructions of the Employer regarding the preservation of the health of the Workers or securing their safety or with the intention of damaging or breaking down of any appliances or equipment prepared for such purpose.

The Worker shall use the protection devices and the clothing prepared therefor which were provided to him by the Employer and he shall comply by all the instructions of the Employer which aim at protecting him from injuries and diseases.

Article (102)

The Minister shall, after coordinating with the competent authority, issue the necessary decisions for regulating the appliances concerning the occupational health and safety in the Establishments and specifying and regulating the services, and the necessary precautions for protecting the Workers during the Work from the dangers of the Work, machinery, their means and levels, and for the regulation of the means of protection from the occupational diseases.

Article (103)

The Employer shall take the measures that ensure the hygiene and ventilation in the workplaces and shall provide it with the suitable lighting and drinkable water, hygiene and drainage, in accordance with the regulations and decisions to be issued by the competent authorities in this respect.

Article (104)

The Employer who employs a number of Workers ranging from five to twenty-five shall prepare for them a first aid box furnished with the medicines, tools and equipment to be specified by the Competent Medical Authority. The box shall be kept in a prominent place in the Establishment and shall be accessible to the Workers. The use of the box shall be entrusted to a Worker trained in providing first-aid medical services.

If the number of the Workers exceeds twenty-five Workers, a box shall be designated for every group of Workers ranging from five to twenty-five Workers, and if the number of the Workers exceeds a hundred Workers in the Establishment, the Employer shall appoint a full-time medical nurse in the Establishment in addition to providing the first-aid boxes.

If the number of the Workers in the Establishment exceeds five hundred workers, the Employer shall have a clinic allocated to them with at least a physician and a nurse.

Article (105)

The periodical check-ups shall be carried out on the Workers exposed to the dangers of getting the occupational diseases in the different activities at intervals that are in conformity with the hazard of the profession, in accordance with the controls to be specified by the competent authorities that specify therein the types of such check-ups and the intervals during which they shall be carried out.

The Employer shall keep the results of such check-ups in files respective to the Workers.

If the medical check-up reveals that the Worker gets any of the occupational diseases, the Employer shall notify the Department thereof within three days from the date of his becoming aware of the result of the check-up.

Article (106)

The Employer who employs Workers in remote areas from the cities and such areas are not reachable by the usual means of transportation shall provide them with the following services:

- 1- Suitable means of transportation or suitable accommodation, or both.
- 2- Drinkable water.
- 3- Suitable foodstuff or the means of obtaining such stuff.

Such areas shall be specified by a Decision from the Minister.

Article (106 bis)¹⁷

In all cases in which the employer is obligated to provide housing for his workers, such housing must meet the conditions and specifications to be specified by a decision of the Minister.

Article (107)

The Employer employing fifty Workers or more shall provide them with the social services which shall be specified by a Decision from the Minister with taking into consideration the area of the Work and the conditions thereof, and the number of the Workers in the Establishment.

¹⁷ Added upon Decree-Law No. 18 of 2020.

Chapter Eleven

Work Injuries and the Compensation thereof

Article (108)

If the Worker dies while working or because of the Work, or he sustains a Work injury, the Employer or the acting person shall immediately report the incident to the police and the Department.

The report shall include the name, age, profession, address and nationality of the Worker, and a brief description of the incident, the circumstances thereof, and the procedures taken for the rescue and treatment thereof.

Upon the receipt of the report, the police shall conduct the necessary investigation, and record in the report the statements of the witnesses and the Employer or his representative, and the statements of the injured Worker if his condition allows that. The report shall also explain in particular the link of the incident with the Work.

Upon the completion of the investigation, the police shall send a copy of the report to the Department and another to the Employer. The Department may ask for the completion of the investigation if it deems necessary.

Article (109)

The Worker who sustains a Work injury shall be entitled to receive medical treatment appropriate to his condition at the expense of the Employer and as decided by the Competent Medical Authority.

The Worker shall receive his full Wage during the treatment period or during the period of six months, whichever is nearer. If the treatment continues for a period exceeding six months, the Worker shall be

paid half of his full Wage until his recovery or he shall prove his permanent incapacitation, whichever is nearer.

Article (110)

The heirs of the Worker who deceases because of the Work, and the Worker who sustains a work injury leading to a partial or total permanent incapacitation shall be entitled to receive compensation. Such compensation in case of death of the Worker because of the Work shall be calculated in accordance with the provisions of Islamic Laws, and the Work injury leading to a total permanent incapacitation shall be considered as death.

The proportion of the partial permanent incapacitation to the total permanent incapacitation shall be specified in accordance with the schedule No. (2) attached to this Law. The amount of compensation, in this case, shall be calculated on the basis of such proportion from the amount of compensation set out in the previous paragraph.

Article (111)

The provisions of the preceding two Articles shall not apply if any of the following has been proved:

- 1- The Worker intentionally injures himself.
- 2- The Worker is at the time of occurrence of the injury or death under the influence of a drug or liquor and that the said influence is the cause of the injury or death.
- 3- The Worker intentionally contravenes the instructions of the Employer concerning the preservation of occupational health or safety or commits a gross negligence in the implementation of such instructions.

- 4- If the Worker without a reasonable cause refuses to conduct the check-up or follow the treatment prescribed by the Competent Medical Authority.

Article (112)

If a dispute arises between the Worker and the Employer as to the extent of ability of the Worker to resume the Work or as any other medical matter related to the injury, disease, or the prescribed or ongoing treatment, the Department must refer the matter to the Competent Medical Authority, and the decision thereof on the matters falling within its functional competence shall be final.

Article (113)

The right of the Worker to claim compensation for the incapacitation or death shall lapse by the lapse of one year from the date of the final medical report containing the occurrence of the incapacitation resulting from the injury or the confirmation of the occurrence of the incapacitation because of any of the occupational diseases listed in the schedule No. (1) attached to this Law or from the date of the death of the Worker.

Article (114)

The Employer shall pay the compensation for the incapacitation within a period not exceeding fifteen days from the date of the establishment of the incapacitation of the Worker or from the date of announcement of the result of the investigations supporting the occurrence of the incapacitation because of the Work.

The Employer shall deposit the compensation for the death with the treasury of the competent court within a period not exceeding fifteen days from the date of death or from the date of announcement

of the result of the investigations supporting the occurrence of the death because of the Work. The court shall distribute the compensation for death amongst the heirs of the deceased in accordance with the provisions of the Islamic Laws or the Personal Status Law applied in the country of the deceased. The compensation shall be transferred to the public treasury of the State if three years have elapsed without specifying the persons entitled thereto.

Article (115)

The Employer shall provide the Department with statistics on the Work injuries and occupational diseases every six months in accordance with the forms prepared for such purpose and in conformity with the procedures specified in a Decision issued by the Minister.

Chapter Eleven bis¹⁸

Adjudication on the Individual Labour Disputes

Article (115 bis)

If a dispute arises between the Worker and the Employer regarding the application of the provisions of this Law or the Employment Contract, the dispute shall be presented to the Department of Labour Relations or the National Human Resources Development Department of the Ministry, as the case may be, to settle the dispute amicably.

¹⁸ Added upon Law No. 13 of 2017.

The competent department shall take the necessary procedures to settle the dispute amicably within a period not exceeding seven days from the date of its presentation thereto. The result of the settlement shall be presented to the parties within the next seven days. If accepted by both parties, their agreement shall be established in a report signed by both of them, and it shall be approved by the competent department and the report has the power of a writ of execution.

If the dispute is not settled within the period referred to in the preceding paragraph, or one of the two parties of dispute refuses the settlement of the competent department, or if the period elapses and no party or both of them express his/their opinion of acceptance or rejection, the competent department shall refer the dispute within the following three working days to the Labour Dispute Settlement Committee, and the referral shall be accompanied with a memorandum including a summary of the dispute subject and the arguments of the two parties, their documents and the observations of the competent department, and the secretariat of the committee shall within three working days from the date of referring the dispute thereto set a session to consider the dispute not later than seven working days from the referral date. The Worker and the Employer shall be notified of the date of the session at least three days in advance.

The submission of the application for settlement of the dispute to the competent department shall result in the suspension of the period prescribed by Law for the lapse of the claim for such rights until the expiration of the dates specified in this Article.

Article (115 bis \1)

A committee or more shall be established in the Ministry called "Labour Dispute Settlement Committee", which shall be chaired by a judge from court of First Instance chosen by the Supreme Judiciary Council and a number of members, one of them shall be experienced in the field of accounting.

A decision shall be issued by the Council of Ministers, in coordination with the Supreme Judicial Council to form the committees and determine the rules and procedures to be followed before it, and the mechanism for implementing its decisions and remunerations.

The names of the members of each committee shall be issued by a decision of the Minister, in coordination with the concerned authorities.

The secretariat of the committee shall be undertaken by an employee or more of the Ministry's employees, and a decision shall be issued by the Minister in order to delegate them and specify the competences and remunerations thereof.

Article (115 bis \2)

The Committee shall have the exclusive jurisdiction over all disputes arising out of the application of the provisions of this Law or the Employment Contract.

The Committee shall only decide on the dispute submitted before it within three weeks from the date of the first session of considering the dispute before it.

The members of the Committee shall be independent and there shall be no authority over them in their decisions except that of the law, and no one or any entity shall intervene in the disputes considered by the Committee.

Article (115 bis\3)

The secretariat of the Committee shall undertake the notification of the two parties to the dispute of the procedures and decisions issued by the Committee to their places of residence or headquarters by a registered letter or by any other knowledge-proving means.

The notification shall be considered as legally enforceable as of the date of notification or delivery thereof to the concerned parties.

Article (115 bis\4)

The decision of the committee that the dispute ends with before it shall be reasoned and shall include the names of the chairman and the two members of the committee, the date and place of its issuance, the names of the litigants and their capacities, their presence or absence, a presentation of the overall facts of the dispute, the demands of the litigants and their defenses, and it shall be signed by the chairman and the secretary. It shall have the power of a writ of execution stipulated in Article (362) of the Civil and Commercial Procedures Law referred to.

The decision draft, including its reasons, shall be signed by the Chairman of the Committee and its two members when the decision is pronounced, otherwise, it shall be deemed null and void.

The provisions of the Civil and Commercial Procedures Law referred to shall be applicable on the proceedings before the Labour Disputes Settlement Committee and the decisions issued by it unless no specific provision is mentioned in this law.

Article (115 bis \5)

Decisions of the Committee shall be covered with expedited enforceability.

Article (115 bis \6)

Any concerned person is entitled to challenge the decision of the Labour Disputes Settlement Committee before the competent circuit of the Court of Appeal within fifteen days from the date of the issuance of the decision of the committee if it is in presence thereof or from the day following the announcement of the decision if the decision is in absentia. The challenge of the decision shall not lead to the suspension of the execution of the decision, unless the competent circuit decides otherwise.

The competent circuit in the Court of Appeal shall promptly consider the challenge, and it shall decide thereon within thirty days from the date of the first session before it.

Only the competent circuit of the Court of Appeal shall suspend the implementation of the decisions of the Committee.

Article (115 bis \7)

The claims under the jurisdiction of the Labour Dispute Settlement Committee shall not be admitted by the court before such committee adjudicates thereon.

The courts shall continue to adjudicate on the claims submitted before them before the enforceability date of this Law and they have the jurisdiction of considering the claims filed after the date of its enforceability, until the committee carries out its jurisdiction provided for therein.

Chapter Twelve

Workers' Organizations

Article (116)

The Workers working in an Establishment where the number of Qatari Workers is not less than a hundred Workers have the right to form a committee from among themselves called " the Labour Committee", and only one committee shall be formed in the Establishment.

The Labour Committees in Establishments involved in single trading or industry or similar or interrelated trades or industries are entitled to form a general committee from among themselves called " the General Committee for the Workers of Trade or Industry".

The general committees of the Workers of the various trades and industries shall form from among themselves a general union called "the General Union of the Workers of Qatar".

The membership in the mentioned two committees and in the General Union of the Workers of Qatar shall exclusively be to the Qatari workers. The conditions and procedures for the formation of the Workers' organizations referred to, the membership therein and the way of carrying out their

business and the interrelated and similar trades and industries shall be specified by a decision from the Minister.

Article (117)

Each of the Workers' organizations shall have a legal personality upon its formation in accordance with the provisions of this Law.

Article (118)

The Workers' organizations shall take care of the interests of their members and protect their rights and represent them in all matters related to the affairs of the Work.

Article (119)

The Workers' organizations are prohibited from the following:

- 1- Exercising any activity related to political or religious matters.
- 2- Preparing, printing or distributing any publication offending the State or the status quo thereof.
- 3- Entering into any financial speculations regardless of their types.
- 4- Accepting gifts or donations, unless obtaining the approval of the Ministry.

The Minister may dissolve any workers' organization if it commits any of the said prohibitions or goes beyond the purpose thereof in its respective activities.

Article (120)

The Workers may go on strike if amicable settlement of the dispute between them and the Employer becomes impossible in accordance with the following controls:

- 1- Approval of three fourths of the General Committee of the workers of the trade or industry.

- 2- Giving to the Employer a period of not less than two weeks prior to the beginning of the strike and the approval of the Ministry thereon after coordinating with the ministry of Interior in respect of the time and place of the strike.
- 3- Not affecting the property of the State and the properties of the individuals and the security and safety thereof.
- 4- Going on strike in the vital facilities, and they are petroleum, gas and the related industries thereto, electricity and water, seaports, airports and transportation, and hospital is prohibited.
- 5- Resorting to strike only after the amicable settlement between the Workers and Employer by conciliation or arbitration in accordance with the provisions of this Law becomes impossible.

Article (121)

The Workers' organizations shall develop their statutes in accordance with the models issued by a decision from the Minister, and they shall contain in particular the following:

- 1- The conditions of the membership and the cases of its expiration.
- 2- The rules and procedures of candidacy and election.
- 3- The sources of financing the organization and the subscriptions amount charged to the members.
- 4- The aspects of the disposal of the funds thereof and the control over the financial transactions and the registers that shall be kept for such purpose.
- 5- The rules and procedures of dissolution and disposal of the funds thereof.

Article (122)

The Employer shall be prohibited from compelling the Worker to join or not to join any of the workers' organizations or to refrain from implementing their decisions.

Article (123)

The General Union of the Workers of Qatar may, after the approval of the Ministry, join any Arab or International organizations working in the field of the workers' organizations.

Chapter Thirteen

Joint Committees, Collective Negotiation

And Joint Agreements

Article (124)

A joint committee may be formed in any Establishment employing thirty or more Workers. The "Joint Committee" shall include representatives of the Employer and Workers.

The number of Joint Committee members shall be four if the number of Workers of the Establishment is two hundred or less, and shall be six if the Workers' number is more than two hundred and less than five hundred, and it shall be eight if the number of the Workers is five hundred or more.

Half of the members shall represent the Employer and the other half shall represent the Workers.

Article (125)

The Employer shall select his representatives in the committee from his Workers who shall legally represent him or those whom he authorizes in the practice of some of his powers.

The selection of the Workers' representatives in the committee shall be as follows:

- 1- If there is a "Labour Committee" in the Establishment, it shall have the power to select Workers' representatives in the Joint Committee from among its members.
- 2- If there is no "Labour Committee" in the Establishment, the Workers therein shall select their representatives in the Joint Committee through direct election.

The Minister shall issue the decision on the regulation of the conditions and procedures of such election.

Article (126)¹⁹

The Joint Committee shall study and discuss all matters related to the Work in the Establishment and in particular:

- 1- Organization of the Work.
- 2- The means of increasing and developing the production and promoting the productivity.
- 3- The Workers training programs.
- 4- The means of protection from dangers and the improvement of the standards of compliance with the rules of safety and occupational health.
- 5- Development of the general culture of the Workers.

¹⁹ Amended upon Law No. 13 of 2017.

6- Development of the level of the social services in the Establishment.

7- Considering individual and collective disputes and attempting to settle them amicably.

The Committee shall submit its recommendations in this regard to the Employer to consider the extent of the possibility of taking them into consideration.

Article (127)

The Employers and Workers have the right to collective negotiation and to conclude joint agreements on all matters related to the Work.

The Minister shall issue a decision on the regulation of the rules and procedures of collective negotiation and the method of representation of the parties therein and the rules regulating the joint agreements as to their conclusions, contents, scopes, the means of acceding them, the duration and interpretation thereof, and the disputes which may arise from their implementation.

Chapter Fourteen

Collective Disputes

Article (128)

A collective labour dispute is any conflict arising between the Employer and all his Workers or some of them, or between a group of Employers and all their Workers or some of them, the subject matter of which shall be related to a common interest of all Workers or a group of them in a certain Establishment, profession, craft or in a certain occupational sector.

Article (129)

If any dispute arises between the Employer and some of or all his Workers, the two parties shall try to settle it between them, and in case there is a Joint Committee in the Establishment, the dispute shall be referred to it to consider the matter of its settlement.

If the two parties' attempt to settle the dispute fails, the steps below shall be followed:

- 1- The Workers shall submit their complaint or request in writing to the Employer, and they shall simultaneously send a copy of the complaint or request to the Department.
- 2- The Employer shall reply in writing to the complaint or the request of the Workers within a week from the date of his receipt of the complaint or the request, and he shall simultaneously send a copy of the response to the Department.
- 3- If the response of the Employer does not lead to the settlement of the dispute, the Department must seek to settle the dispute through its mediation.

Article (130)

If the mediation of the Department does not lead to the settlement of the dispute within fifteen days from the date of the Employer's response to the Workers, the Department must refer the dispute to a conciliation committee for adjudication.

The conciliation committee shall be formed of:

- 1- A chairman that shall be appointed by a decision from the Minister.
- 2- A member who shall be selected by the Employer.

- 3- A member representing the Workers to be selected in accordance with the text of the second paragraph of Article (125) of this Law.

The committee may make use of the opinion of any of the specialists before deciding on the dispute and shall issue its decision on the dispute within a week from the date of the referral thereto.

The decision of the committee shall be binding on the two parties to the dispute if the parties agreed in writing to refer the dispute to the committee before its meeting to decide on the dispute, and if there is no such agreement in this respect, the dispute shall be referred to an arbitration committee within fifteen days and the arbitration shall be mandatory for the two parties.

Article (131)

The arbitration committee shall be formed under the chairmanship of a Judge and the membership of:

- 1- A representative of the Ministry selected by the Minister.
- 2- A representative of Qatar Chamber of Commerce and Industry selected by the chairman of the chamber.
- 3- A representative of the Workers selected by the General Union of the Workers of Qatar.

Article (132)

The arbitration committee shall adjudicate on the collective labour disputes and render final awards on a majority basis. In case of a tie vote, the side of the chairman of the committee shall cast the prevailing vote.

In seeking to carry out its duties, the committee may have access to all papers, documents and all evidence, and may compel the possessor thereof to produce the same and may enter the

Establishment for conducting the necessary investigation and take the necessary procedures to decide on the disputes.

Article (133)

The Employer shall not close the place where he is employing the Workers, stop the work or refuse to continue to employ any Worker by reason of a dispute that has not been decided on by the conciliation or arbitration committee.

Article (134)

The Minister shall issue the decisions regulating the work of the conciliation and arbitration committees.

Chapter Fifteen

Work Inspection

Article (135)

A body shall be established in the Department called the “Work Inspection Body” aiming at observing the application of the legislation concerning the protection of Workers and shall have branches in the various parts of the State.

The body shall be formed of a sufficient number of the Department's employees to be specified by a decision from the Minister. Such employees shall be named Work Inspectors and the assistance of those with expertise in the various specializations may be called upon whenever necessary.

Article (136)

The Work Inspectors shall before the commencement of their works of their professions take an oath before the Minister to respect the law and perform their works in an honest and sincere manner and not to disclose the secrets or industrial patents or other from the secrets with which they become familiar by virtue of their professions even after their separation from such profession.

Article (137)

The Work Inspectors deputized by a decision from the Attorney General in agreement with the Minister shall have the capacity of law enforcement officer as regards the implementation of the provisions of this Law and the implementing decisions thereto. They shall bear identity cards proving their capacity and shall produce such cards to the Employers when they perform the inspection.

Article (138)

The Work Inspectors shall have the following powers:

- 1- Entering the workplaces during the working hours, day or night, without prior notification for inspecting the registers, books, files or any other documents related to the Workers to make sure of their compliance with the applicable legislations, and detecting and proving acts violating such legislation.
- 2- Obtaining samples of the materials used and dealt with in the Establishment and inspecting the machinery and various fittings for assuring the availability of sufficient and effective means for protecting the Workers from health hazards and work dangers and

notifying the Employer or his representative of any samples or materials taken or used for such purpose.

3- Inspecting the residence of the Workers to assess the extent of their compliance with the health conditions that must be fulfilled.

4- Asking the Employer or his representative or any of the Workers individually or in the presence of witnesses on any of the subjects related to the implementation of this Law.

Article (139)

The Employer or his representative shall facilitate the task of the Work Inspectors, provide them with the correct data on any matter related to their task, and respond to the attendance requests whenever requested to do so.

Article (140)

The Work Inspectors may take the following procedures:

1. Providing consultation and guidance to the Employer or his representative as to the manner of eliminating the violation.
2. Giving a warning to the Employer to eliminate the violation, specifying therein the type of the violation and the deadline for its elimination.
3. Drawing up a report on the violation and submitting the same to the Department for taking the necessary action in respect thereof.

Article (141)

The Ministry shall develop an annual report on the work inspection in the State including all matters related to the observation of the Ministry on the implementation of this Law and in particular the following matters:

1. A statement on the provisions regulating the inspection.
2. A statement on the number of Work Inspectors.
3. Statistics on the Establishments which are subject to inspection, the number of Workers therein, the number of inspection visits carried out by the inspectors thereto, the number of violations detected, the sanctions imposed in respect thereof and the work injuries.

The Ministry shall work on publishing the report in the manner it deems appropriate.

Article (142)

The Minister shall issue a decision on the regulation of the inspection and its procedures. The Department shall prepare the forms of the inspection visit reports and the reports of the detection and proof of violations, warnings and the inspection registers and others.

Chapter Sixteen

Penalties

Article (143)

Without prejudice to any more severe penalty set forth in any other law, the violations set forth in the following Articles shall be liable to the penalties set forth for each of them.

And the penalty of fine shall be as multiplied as the number of Workers who are affected by the committing of violations.

Article (144)²⁰

Whoever violates the provisions of Articles (7), (12), (19), (21), (22), (23), (27), (28), (35), paragraph two of Article (39), (46), (47), (48), (52 bis), (57), (58), (68), (70), (73), (74), (75), (77), (91), (92), (95), (97), (99), (100), (115) and (139) hereof shall be punished with a fine of not less than two thousand Riyals and not more than five thousand Riyals.

Article (145)²¹

Whoever violates the provisions of Articles (29), (33), (67), (86), (87), (88), (89), (90), (93), (94), (103), (104), (105), (108), (122) and (133) of this Law shall be liable to the penalty of imprisonment

²⁰ Amended upon Decree-Law No. 18 of 2020.

²¹ Amended upon Decree-Law No. 18 of 2020.

for a period not exceeding one month and a fine of not less than two thousand Riyals and not exceeding six thousand Riyals, or any of these two penalties.

In the violations relating to the recruitment of Workers from abroad for third parties, the court may order the closure of the office and the cancellation of the license in addition to the penalties set forth in the previous paragraph.

Article (145 bis)²²

Whoever violates any of the provisions of Articles (66) of this Law shall be liable to the penalty of imprisonment for a period not exceeding one year and a fine of not less than two thousand Riyals and not exceeding ten thousand Riyals, or any of these two penalties.²³

Article (145 bis/1)²⁴

Whoever violates the provisions of Articles (106) and (109 bis) of this Law shall be punished by imprisonment for a period not exceeding six months and a fine of no less than two thousand Riyals and not more than one hundred thousand Riyals, or either of these two penalties. Punishment shall be multiplied in case of recidivism.

²² Amended upon Decree-Law No. 18 of 2020.

²³ Added upon the law No. 1 of 2015.

²⁴ Added upon Decree-Law No. 18 of 2020.

Article (146)

Whoever refrains from the implementation of the decision of the Conciliation or Arbitration Committee shall be punished by the penalty of a fine of not less than five thousand Riyals and not more than ten thousand Riyals.

Article (147)²⁵

The Minister or the delegate thereof may conciliate in the crimes stipulated in this Law, before the criminal case is initiated or during its consideration and before a final ruling is made.

Conciliation shall take place in the crimes specified in the table attached to this Law in return for payment of the amount indicated against each of them, and removal of the causes of the violation.

Conciliation shall take place in crimes not provided for in the table attached to this Law in return for paying half the maximum amount of the fine prescribed for each of them and removing the reasons for the violation.

As a result of the conciliation, the criminal case may not be initiated or terminated, as the case may.

Article (148)²⁶

Labor inspectors, who hold the capacity of judicial police officers, shall carry out the conciliation process in the crimes stipulated in this Law, and present the conciliation to the violator after

²⁵ Added upon Decree-Law No. 18 of 2020

²⁶ Added upon Decree-Law No. 18 of 2020

confronting him with the accusation attributed to him, and recording this in the record of the incident seizure procedures.

The conciliation shall not be considered effective except after it is approved by the Minister or his authorized representative, and the conciliation with the violator may not be approved, except after he corrects or removes the violating acts at his expense, according to what the Department decides, and paying the due fees.

The violator who wishes to conciliate shall pay the prescribed amount in exchange for the conciliation within fifteen days from the date of issuing the violation report. The conciliation amount shall be paid in the treasury of the Ministry, and these amounts shall go to the public treasury of the state.

Table No (1) Occupational Diseases

Occupational Disease	Processes and Works Causing such Disease.
<p>Poisoning by Chromium and the subsequent ulceration and inflammation of the mucous membranes and the skin.</p> <p>Poisoning by Nickel and the resulting cancer of the mucous membranes of the nose, sinuses or airways and lungs arising therefrom.</p>	<p>Any work involving the handling or use of Chromium, chromates of Sodium, Potassium, Zinc or any other substance containing such compounds.</p> <p>Any work involving the preparation or generation of Nickel or any substance containing Nickel or its compounds.</p>
<p>Poisoning by Carbon Monoxide and complications resulting therefrom.</p> <p>Poisoning by cyanic acid and its compounds and complications resulting therefrom.</p>	<p>Any work involving exposure to Carbon Monoxide during its preparation, use or generation in some places such as surgeries, brick kilns and lime, wells and mines.</p> <p>Any work involving the preparation, use or handling of the cyanic Acid or its compounds, as well as the exposure to the fumes or spray of the acid or its compounds and their ashes or to materials containing such substance, including the process of preparation and use of the cyanic Acid and its compounds in pesticides for spraying forests and</p>

	plantings.
<p>Poisoning by Chlorine, Fluorine, Bromine and their compounds, and the resulting diseases therefrom.</p> <p>Poisoning by Tetrachloroethylene, Trichloroethylene and other halogen derivatives of hydrocarbons of the aliphatic group.</p> <p>Occupational Disease</p>	<p>In all processes involving the preparation or use of these substances and their compounds such as the preparation of Chlorine and its use for water purification in desalination and water purification plants and in chemical plants, and the use of Fluorine in sculpturing on glass and in water distillation and purification plants.</p> <p>Any work involving the use or handling of these substances or the exposure to their fumes or to fumes containing such substances such as the manufacture of paints, varnishes, sprays, and spray-paints with soluble substances, the manufacture of glasses frames and also when using these substances as solvents for painting in cleaning and dyeing clothes.</p> <p>Processes and Works Causing such Disease</p>

Occupational deafness.	Any work involving exposure to loud noise such as the work in aircraft maintenance and guidance, road constructions and mining operations, and other industrial processes that produce loud noises.
Poisoning by Cadmium.	Operations involving the exposure to Cadmium fumes.
Beryllium or any of its compounds.	Any work involving exposure to smoke, dust or fumes of Beryllium or any of its compounds.
Muscle Cramps in the muscles of hands and arms caused by writing	Crafts requiring the frequent and continuous use of the hand muscles such as, clerical works and work in telegraph devices.
Legs varicosities.	All works involving standing for long continuous hours.
Poising by Nitrous smoke.	All operations involving exposure to nitrous acid and its smokes. Any work involving the handling of following substances:

<p>Cancer of bladder and urinary tract</p>	<p>Alpha or beta naphthylamine.</p> <p>Diphenyl or any of its derivatives.</p> <p>Any salts of the previous substances.</p> <p>Auramine or magenta.</p> <p>Works concerning maintenance and cleaning of machines that produce or use these substances.</p>
<p>Poisoning by Chlorinated naphthalene.</p>	<p>Any work involving exposure to smoke, dust or fumes containing Chlorinated naphthalene.</p>
<p>Poisoning by Dioxin.</p>	<p>Any work involving exposure to smoke and fumes containing Dioxin.</p>
<p>Pathological symptoms caused by exposure to high frequency vibrations.</p>	<p>Any work involving continuous exposure to industrial operations accompanied by high frequency vibrations as in rock drilling works and others.</p>

**Table No (2) Specifying the Degree of Permanent Incapacitation
in Cases of Work Accidents and Occupational Diseases.**

	Right	Left
<u>Upper limb:</u>		
<u>Thumb:</u>		
- Loss of whole thumb from the metacarpophalangeal joint.	25%	20%
- Loss of the last phalanx.	12%	10%
<u>Index finger:</u>		
- Loss of all three phalanges.	15%	12%
- Loss of one phalanx.	5%	4%
<u>Middle finger:</u>		
- Loss of all three phalanges.	12%	10%
- Loss of one phalanx	4%	2.5%
<u>Ring finger:</u>		
- Loss of all three phalanges.	9%	7.5%
- Loss of one phalanx	3%	2.5%

<u>Small finger:</u>		
- Loss of all three phalanges.	7.5%	6%
- Loss of one phalanx	2.5%	2%
<u>Loss of two fingers</u>		
- Index and thumb (along with the thumb's metacarpal).	45%	35%
- Index and thumb (without the thumb's metacarpal).	40%	32%
- Thumb and middle finger.	37%	30%
- Thumb and ring finger.	34%	27.5%
- Thumb and small finger.	32.5%	26%
- Index and middle finger.	27%	22%

	Right	Left
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- Index and ring finger.	24%	19.5%
- Index and small finger.	22.5%	18%
- Middle finger and ring finger.	21%	17.5%
- Middle finger and small finger.	19.5%	16%
- Ring finger and small finger.	16.5%	13.5%
<u>Loss of three fingers:</u>		
- Thumb, index and middle finger.	52%	42%
- Thumb, index and ring finger.	49%	39.5%
- Thumb, index and small finger.	47.5%	38%
- Thumb, middle finger and ring finger.	46%	37.5%
- Thumb, middle finger and small finger.	44.5%	36%
- Thumb, ring finger and small finger.	41.5%	33.5%
- Index, middle finger and ring finger.	36%	29.5%
- Index, middle finger and small finger.	34.5%	28%
- Middle finger, ring finger and small finger.	28.5%	23.5%
<u>Loss of four fingers:</u>		
- All fingers except thumb (moving thumb).	43.5%	35.5%
- All fingers except thumb (not moving thumb).	53%	45%

- All fingers except index finger (moving index finger).	53.5%	43.5%
- All fingers except index finger (not moving index finger).	56%	46%
<u>Loss all fingers:</u>		
- Loss of all fingers except metacarpals (moving wrist).	60%	50%
- Loss of all fingers sparing metacarpals (not moving wrist).	62%	51%

	Right	Left
<u>Loss of whole hand or its function:</u>		
- Loss of whole hand from wrist	65%	60%
- Loss of the hand's function due to permanent supination status of the fingers	62%	58%
- Loss of the hand's function due to permanent semi-flexion status of the	58%	45%

fingers		
- Partial loss of the function of all five fingers with the remaining of a slight percentage for opposition of the thumb with the rest of the fingers.	50%	40%
<u>Upper limb:</u>		
Joint Ankylosis:		
<u>Thumb:</u>	8%	4/5 that of
- Ankylosis of Phalangophalangeal joint (in supination status).	10%	the right
- Ankylosis of Phalangophalangeal joint (In complete flexion).	8%	hand
- Ankylosis of the metacarpophalangeal joint (Mid flexion).	10%	"
- Ankylosis of the metacarpophalangeal joint (In complete flexion or supination status).	12%	"
- Ankylosis of both Phalangophalangeal and metacarpophalangeal joint (Thumb in partial flexion).	15%	"
- Ankylosis of both Phalangophalangeal and metacarpophalangeal joint (Thumb in supination status).	12%	"
- Ankylosis of the thumb's carpometacarpal joint.		

	Right	Left
<u>Index finger:</u>		
- Ankylosis of the second Phalangophalangeal joint.	2%	4/5 that
- Ankylosis of the first Phalangophalangeal joint.	4%	of the
- Ankylosis of the metacarpophalangeal joint.	6%	right
- Ankylosis of both first and second Phalangophalangeal joints (In supination status).	7%	hand
		"
- Ankylosis of both first and second Phalangophalangeal joints (In flexion).	8%	
	10%	"
- Ankylosis of both first and second Phalangophalangeal joints and metacarpophalangeal joint (In supination status).	12%	"
- Ankylosis of both first and second Phalangophalangeal joints and metacarpophalangeal joint (In complete flexion).		"
<u>Middle finger:</u>	2%	"
- Ankylosis of the second Phalangophalangeal joint (In flexion or supination status).	6%	4/5 that
- Ankylosis of the first Phalangophalangeal joint (In supination status).	7%	of the
- Ankylosis of the first Phalangophalangeal joint (In flexion).	5%	right
- Ankylosis of the metacarpophalangeal joint (In supination status).	7%	hand

- Ankylosis of the metacarpophalangeal joint (In flexion).	6%	"
- Ankylosis of both first and second Phalangophalangeal joints. (In supination status).	7%	"
- Ankylosis of both first and second Phalangophalangeal joints (In flexion).	8%	"
- Ankylosis of all three joints in supination status.	9%	"
- Ankylosis of all three joints in flexion.		"

	Right	Left
<u>Ring finger:</u>		
- Ankylosis of the second Phalangophalangeal joint (In flexion or supination status).	2%	"
- Ankylosis of the first Phalangophalangeal joint (In supination status).	4%	"
- Ankylosis of the first Phalangophalangeal joint (In flexion).	5%	"
- Ankylosis of the metacarpophalangeal joint (In supination status).	4%	"
- Ankylosis of the metacarpophalangeal joint (In flexion).	5%	"
- Ankylosis of all three joints in supination status.	6%	"

- Ankylosis of all three joints in flexion.	7%	"
<u>Small finger:</u>		
- Ankylosis of the second Phalangophalangeal joint (In flexion or supination status).	1%	"
- Ankylosis of the first Phalangophalangeal joint (In flexion or supination status).	2%	"
- Ankylosis of the metacarpophalangeal joint (In flexion or supination status).	3%	"
- Ankylosis of both Phalangophalangeal joints (In flexion or supination status).	4%	"
- Ankylosis of all three joints (In supination status).	6%	"
- Ankylosis of all three joints (In partial flexion).	4%	"
- Ankylosis of all three joints (In complete flexion).	6%	"
<u>The hand:</u>		
- Ankylosis of all joints of the hand and fingers.	50%	4/5 that
- Ankylosis of all joints of the hand and fingers except the thumb.	35-40%	of the right hand

	Right	Left
<u>Forearm and humerus:</u>		
- Transradial amputation.	68%	62%
- Elbow amputation.	70%	65%
- Transhumeral amputation.	70%	65%
- Shoulder amputation.	75%	70%
- Arms amputation.	100%	
- Repeated shoulder dislocation.	12%	8%
- Complete disability to pronate or supinate the forearm.	12-18%	8-12%
- Partial ankylosis of the wrist.	12%	8%
- Wrist ankylosis at 30°.	35%	25%
- Complete ankylosis of wrist in a reasonable position.	18%	15%
- Wrist ankylosis at 90°.	20%	18%
- Wrist moves only between 80-90°.	18%	12%
- Partial ankylosis of wrist joint.	12-18%	8-12%
- Complete ankylosis of wrist joint.	20-25%	15- 20%

	Incapacitation Degree
<u>Lower limb:</u>	
- Loss of one phalanx from big toe.	6%
- Loss of big toe.	12%
- Loss of any finger other than big toe.	4%
- Loss of big toe and the following two toes.	20%
- Loss of all toes except big toe.	10%
- Loss of all toes.	25%
- Partial foot amputation.	30%
- Loss of whole foot.	40%
- Loss of leg under knee.	50%
- Loss of lower limb upto distal third of humerus.	60%
- Loss of lower limb below the iliac joint.	65%
- Loss of lower limb at the iliac joint.	70%
- Ankylosis of the big toe in a position impeding the ability to walk.	10%
- Ankylosis in all toes in a good position.	12%
- Foot broadening as a complication of fracture.	12%
- Ankylosis of the ankle.	12-15%
- Limitation of movement of knee joint.	12-15%
- Limitation of movement of iliac joint.	15-30%

	Incapacitation Degree
<u>Head:</u>	
- Loss of scalp hair.	6-12%
- Loss of bone comprising of external and internal plates.	8-35% according to surface area
- Cerebral haemorrhage leading to incurable hemiplegia.	
- Hemiparesis with aphasia.	100%
- Right hemiparesis.	
- Left hemiparesis	100%
- Hemiparesis accompanied by muscles tension	15-60% according to degree of paresis
- Paresis of lower limb	15-45% ""
- Paralysis of right arm.	60-100% according to degree of paresis
- Paralysis of left arm.	25-45% ""
- Paresis of right arm.	75%
- Paresis of left arm.	70%
- Paraplegia	15-45%
- Paraplegia with the ability to walk while supported.	10-25%
	100%
<u>Spine:</u>	30-70%
- Spinal deformity along with limitation of movement or pain.	12-20%
- Pelvic fracture leading to axial deviation and shortness	15-54%

of either lower limbs.	
<u>Face:</u>	
- Trigeminal nerve palsy with facial hemianesthesia and loss of corneal sensation.	8-25%
- Facial nerve palsy with inability to close both eyelids.	15-25%
- Oculomotor nerve palsy.	15-25%
- Abducens nerve palsy.	5-25%

	Incapacitation Degree
<u>Eyes:</u>	
- Loss of vision in both eyes.	100%
- Loss of vision in a sole eye (i.e when the other eye is already lost).	100%
- Complete loss of vision in one eye.	50%
<u>Impairment in visual acuity in one eye:</u>	
<u>Visual acuity:</u>	
- 6/9	4%
- 6/12	6%
- 6/18	12%

- 6/24	30%
- 6/36	32%
- 6/60	32%
- 5/60	34%
- 4/60	36%
- 3/60	38%
- 2/60	40%
- 1/60 or less	42%
- Chronic incurable unilateral lacrimal fistula.	6-12%
- Chronic incurable bilateral lacrimal fistulae.	
- Corneal and lens opacities affecting visual acuity.	12-25%
	5-15%

	Incapacitation Degree
<p><u>Nose:</u></p> <ul style="list-style-type: none"> - Nose bone fracture with stenosis of nostrils. - Loss of nose with stenosis of nostrils. - Partial loss of nose without stenosis of nostrils. - Loss of ala nasi. - Stenosis of the nose without loss (and incurable). <p><u>Ears:</u></p> <ul style="list-style-type: none"> - Loss or deformity of ear pinna without injury to the acoustic canal (one ear). - Both ears. - Loss of ear pinna with stenosis of the acoustic canal <p>shall be added to the previous percentages according to the percent of the disability in hear loss.</p> <p><u>Hearing impairment:</u></p> <ul style="list-style-type: none"> - The following shall be considered when assessing disability resulting from hear loss: - Hearing shall be considered normal if loss is no more 	<p>20%</p> <p>20-45%</p> <p>15-25%</p> <p>15%</p> <p>8-20% according to degree of stenosis</p> <p>8%</p> <p>16%</p>

<p>than 40 decibels in each ear.</p> <p>- Hearing loss is assessed according to the ability to hear audio frequencies at 500, 1000, 2000 and 4000 cycle/sec. for voices transmitted through air.</p>	
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	Incapacitation Degree
<p>- The percentage of hearing loss is considered 100% if the bilateral mean loss in hearing ability reaches upto 135 decibels, where the disability developed in such a case is considered 60% of the bodies ability.</p> <p>- In case of presence of a record showing the percent of hearing; the percentage of disability due to hearing loss is assessed according to the difference between hearing acuity before and after the accident in the record. In the abscece of such a record, then hearing is considered 100% normal according to worker's age, i.e, 0.5 decibel is added for each year above 40 years.</p> <p>- Under the provisions of clause (4), the degree of disabiltity due to affection of one ear is assessed considering its hearing is 100% of the whole hearing ability. In case of bilateral ear affection with</p>	

<p>different degrees of hearing loss, then hearing loss shall be assessed according to the following scheme:</p> <p>The percentage of bilateral hearing loss =</p> <p><u>Percentage of hearing loss in the more powerful ear × 5 +</u></p> <p><u>Percentage of hearing loss in the weaker ear.</u></p> <p style="text-align: center;">6</p> <p>7- Complete stability of the situation is a must in all cases.</p> <p><u>Larynx:</u></p> <p>- Injury to the larynx requiring laryngectomy.</p>	<p style="text-align: center;">60%</p>
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	Incapacitation Degree
<u>Upper jaw:</u> <ul style="list-style-type: none"> - Deformity or loss with inability to masticate. 35-45% - Deformity or loss with partial inability to masticate. 15-25% - Loss in the palate. 12-25% - Loss in the palate and communication with nasal fossa and facial deformity. 30-60% - Loss of upper jaw with facial deformity (according to condition of the soft tissue). 75-80% 	
<u>Lower jaw:</u> <ul style="list-style-type: none"> - Inability to masticate. 45-60% - Mastication is partially capable. 10-15% - Irreducible dislocation of mandibular joint. 20-35% - Loss of whole lower jaw with facial deformity. 60-75% 	
<u>Teeth:</u> <ul style="list-style-type: none"> - Loss of upto 3 teeth. 3-9% - Loss of half of the teeth with ability to install dentures. 15% - Loss of half of the teeth with inability to install dentures. 30% - Loss of all teeth with ability to install dentures. 20% - Loss of all teeth with inability to install dentures. 35-40% 	

	Incapacitation Degree
<p><u>Hernia:</u></p> <ul style="list-style-type: none"> - Proof of the hernia being due to work injury is conditional. - Inguinal hernia. 2-3% - Femoral hernia. 2-3% - Bilateral inguinal hernia. 3-4% - Umbilical hernia 2-3% <p><u>Liver:</u></p> <ul style="list-style-type: none"> - Traumatic cholecystic fistula. 10-25% <p><u>Spleen:</u></p> <ul style="list-style-type: none"> - Splenectomy 25% <p><u>Kidney:</u></p> <ul style="list-style-type: none"> - Nephrectomy with normal other kidney. 25% - Nephrectomy with diseased other kidney. 45-80% - Traumatic ureteric or nephrotic fistula. 25% - Traumatic ureteric stenosis. 10-15% 	

	Incapacitation Degree
<p><u>Urinary bladder:</u></p> <ul style="list-style-type: none"> -Urinary bladder fistula (traumatic). 25% - Urinary enterovesical fistula. 45-60% - Urinary anovesicular fistula. 45-60% - Urinary incontinence. 35-60% - Traumatic stenosis of urinary tract. 15-25% <p><u>Anus:</u></p> <ul style="list-style-type: none"> - Injury to the anal sphincter with fecal incontinence. 45-60% - Loss of phallus 20-30% according to age - Loss of whole penis. 45-75% "" - Loss of penis with stenosis of urinary tract. 50-80% "" - Loss of a testicle from puberty upto 40 years. 25% - Loss of a testicle after the age of 40 yaers. 15% - Loss of both testicles from puberty upto 40 years. 50% - Loss of both testicle after the age of 40 yaers 30% <p><u>Females:</u></p> <ul style="list-style-type: none"> - Loss of uterus. 40% - Loss of ovaries is assessed as loss of testicles according to age as in the above mentioned table. 	

	Incapacitation Degree														
<p>- Mild pulmonary diseases raising due to dust (pneumoconiosis) without tuberculosis complication.</p> <p>Percentage of disability is assessed depending on the amount of decrease in breathing ability according to the following table:</p> <p>Percentage of decrease in breathing ability:</p> <table> <tr> <td>20-30%</td><td>12%</td></tr> <tr> <td>30-40%</td><td>18%</td></tr> <tr> <td>40-50%</td><td>25%</td></tr> <tr> <td>50-60%</td><td>40%</td></tr> <tr> <td>60-70%</td><td>55%</td></tr> <tr> <td>70-80%</td><td>75%</td></tr> <tr> <td>80% or more</td><td>80%</td></tr> </table> <p>- In cases where Tuberculosis is a complication of silicosis or asbestosis.</p> <p>- Malignant pulmonary tumors raising due to occupational causes by inhaling fumes, dusts and gases.</p>	20-30%	12%	30-40%	18%	40-50%	25%	50-60%	40%	60-70%	55%	70-80%	75%	80% or more	80%	<p>100%</p>
20-30%	12%														
30-40%	18%														
40-50%	25%														
50-60%	40%														
60-70%	55%														
70-80%	75%														
80% or more	80%														

- 1- Complete functional disability of any organ or body part equals complete loss of that organ or body part.
- 2- If the injured person is left-handed, all values listed above for left-hand injuries shall be considered as for right hand.
- 3- In cases of damage, deformity or abnormal change to any organ or body part or any sense of the body senses not stated in this table, the incapacitation degree thereof shall be assessed by the Medical Committee in Ministry of Public Health in cases of disputing percentage of incapacitation.

Table²⁷

Conciliation in some of the Crimes Provide for in the Labor Law

Promulgated by Law No. (14) of 2004

²⁷ Added upon Decree-Law No. 18 of 2020.

Article Number	Settlement Amount
(7), (12), (19), (21), (22), (23), (27), (28), (35), (39 / 2 nd para), (46), (47), (48), (52 bis), (57), (58), (68), (70), (73), (74), (75), (77), (91), (92), (95), (97), (99), (100), (115), (139).	2,500 QR
(29), (33), (67), (86), (87), (88), (89), (90), (93), (94), (103), (104), (105), (108), (122), (133).	3,000 QR
(106), (106 bis)	50,000 QR